

8 July 1953

MEMORANDUM FOR: Colonel White

The following observations are offered in connection with Personnel's staff study on the question of making supergrade promotions temporary:

1. A reading of the paper creates the somewhat unpleasant sensation that the authors want to get across the message that they are coming up with a finding which is somewhat distasteful, but, since they feel that it is a "command performance," they'll dance to the tune which has been prescribed. This impression, rightly or wrongly, starts with the statement of assumption that "the Director and the Deputy Director of Central Intelligence favor the idea of promoting individuals to supergrades on a temporary basis." It continues right through to the Conclusions which merely state that "a policy of temporary promotions can be established . . .," and the Recommendations which deftly avoid making an outright recommendation that a policy, pro or con, be adopted, but instead are written in such a way that the reader concludes that the decision has, in effect, already been made. George Meloon's note of transmittal recognizes this when he says, "We've come up with the answer General Cabell wanted (but) it does not sound over enthusiastic."

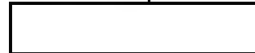
2. The statements of Facts are apparently intended to disarm General Cabell and Mr. Dulles of certain impressions which Personnel apparently feels are behind the proposal to effect temporary promotions. For example, I know that Personnel has conjectured that General Cabell has been influenced by the concept of the military that generally an officer is a generalist who should be equipped for a broad scope of different assignments and that, because of this, it is logical to see if he fits into a particular assignment before he's confirmed therein in terms of a permanent promotion. Therefore, Fact "A" attempts to point out that the Agency's concept is different; namely, people are appointed for service in specialized fields on the basis of specialized qualifications and for which their fitness has resumably already been ascertained. Also, Personnel has wondered if there has not been a feeling that persons holding temporary promotions need not be counted within the Agency supergrade ceiling. In other words, Personnel believes that someone may have regarded this as a means for "getting by" with more supergrades. Hence, the emphasis in Fact "C" upon the "permanent" character of the supergrade position itself.

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3. Considerable space is devoted to reviewing the temporary promotions practices of the military and showing that these practices have little relevance for CIA. This is, of course, designed to "brainwash" General Cabell from what is regarded as a preconceived stand based on his background. The review of experience in the military, Public Health Service, and Foreign Service becomes tedious reading and should be condensed, it seems to me, or included as appendices to the main study.

4. To repeat, this study just doesn't ring true, which is understandable since it doesn't represent the convictions of the authors. At the least, I believe that this calls for communicating to George Meloon some indication that his role as a staff man to DD/A and higher calls for honest presentation of his ideas and that this does not put his head on the chopping block. I do not believe that this study should go out for coordination in its present form. Recommend that you personally talk to George Meloon about this.

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cc: ✓ DD/A Chrono
DD/A Subject